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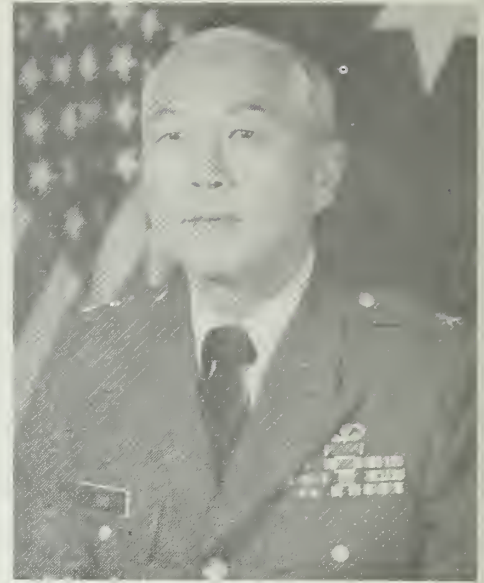
recruiter
JOURNAL
The Army's recruiting professional magazine since 1919
July 1985



Leadership

G.M.

Commander's Notes



When I left USAREC in September 1983, I told those at my farewell, "Aloha." Hawaiian is a much smaller language than English. One word can mean several English words. When someone says "Aloha," he could be saying hello, goodbye forever, or see you soon. I'm glad I chose to be ambiguous, rather than saying goodbye forever.

It's great to be back. I'm delighted to take command of the finest soldiers and civilians in the Army. You have done well since I left. Despite an improving economy and a shrinking youth market, you continued to recruit high quality young men and women. You can be justly proud of your accomplishments.

Of course, even though I assume a viable, healthy Command, I want our progress to continue. We can do better in recruiting women for the Army Reserve. We must rediscover the keys to success in recruiting Regular Army Warrant Officers and find our market in USAR WOFT. Quality must be maintained across the board.

I know you can and will meet each of these challenges and the others we will encounter in the coming months and years.

This month's *JOURNAL* features leadership, an appropriate topic at any time, but even more so during 1985, the Army's year of leadership.

You may think that enough has been written about leadership. Or you may even believe that you know enough about leadership already. President Kennedy disagreed. He said that, "Leadership and learning are indispensable to each other." Good leaders realize that the more they learn about leadership, the more there is yet to learn.

I consider leadership at all levels to be the key to meeting the Command's challenges. The SAGE study concluded that leadership at company and station level is the most critical element in the Command's success. I concur.

Again, it is a privilege to be back. Let's be all we can be.

A handwritten signature in black ink, appearing to read "Allen K. Ono".

ALLEN K. ONO
Major General, USA
Commanding

'1985 — Year of Leadership'



Maj. Gen. Allen K. Ono
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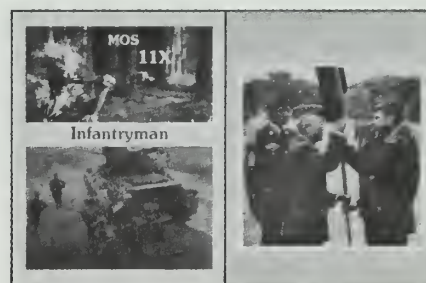
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ABOUT THE COVER

This month's cover, photographed by JOURNAL Editor Sgt. 1st Class Jerry Simons, features the passing of the U.S. Army Recruiting Command guidon from the hands of Major General Jack O'Brien Bradshaw, USAREC Commander since January 14, 1983, to Major General Allen Kenji Ono, who assumed command on June 7, 1985. Ono, who comes to us from the U.S. Army Training and Doctrine Command, Fort Monroe, Va., is the twelfth Commanding General of the US Army Recruiting Command.

Our back cover, featuring infantry soldiers training, comes to us compliments of the Recruiting Support Command.



recruiter JOURNAL Correspondents

Melanie McNutt
Jackson Rctg Bn

Pat Davis
San Antonio Rctg Bn

Ertholder Westover
Concord Rctg Bn



Fewer pay problems

Beginning Oct. 1, 1985, the Army will have a standard pay system for men and women entering the service. After that date "Sure-Pay" is the only method available to them.

The new standard pay system will not affect soldiers on active duty before September 30; they will continue to have the choice of all pay options now available. Over 70% of today's soldiers have voluntarily chosen the "Sure-Pay" system as the best way to receive their pay. "Sure-Pay" is a payment method whereby the Army directly deposits a soldier's pay into an account in a financial institution of the soldier's choice.

According to an Army report to Congress, "units involved in recent major training exercises and the Grenada operation — which had a high 'Sure-Pay' participation rate -- experienced far fewer problems and pay inquiries than units with low participation."

Soldiers who have their paychecks mailed home or receive them through their unit can have financial problems if their units are deployed over a

payday. Lt. Col. George Sumrall, executive officer of the "Sure-Pay" study group said, "A lot was learned during the Grenada operation. Some families had hungry children, empty cupboards and no cash, yet the soldier's paycheck was lying on the kitchen table.

"Our Army's support system, such as Army Community Services (ACS) and Army Emergency Relief, helped those families out," said Sumrall, "but a lot of the anxiety for the family and the soldier could have been avoided if the soldier had planned ahead and deposited the check directly into a joint financial account."

In coming weeks releases will give more details on "Sure-Pay." These will further demonstrate the advantages of this check-to-bank method, especially if it's set up as a joint account from which both soldier and spouse can make withdrawals. "Sure-Pay" and joint accounts prepare Army families to better cope with their financial affairs during the soldier's absence. Get the facts! Talk it over with your spouse.

If you're concerned about how to handle a checking account or make a family budget, go to your local ACS

office. They can teach you what you need to know about financial management for families.

A word of caution

Comforting a sick child is one of the responsibilities of being a parent. Knowing when the illness is serious enough to seek professional medical help is part of that responsibility. Here are some facts that will help.

A small number of children under age 16 who have flu or chicken pox can develop a potentially deadly condition known as Reye's (pronounced reys) syndrome. A new brochure published by the Food and Drug Administration describes this condition that requires immediate medical help, symptoms to watch for, and advice on how to prevent or detect it.

You can obtain a free copy of "A Word of Caution about Treating Flu or Chicken Pox" from the Consumer Information Center, Dept. 504M, Pueblo, Colorado 81009.

The recruiter JOURNAL seeks field correspondents

To qualify you must be: male or female; military or civilian; officer or enlisted; field recruiter or support personnel. In other words, anyone can qualify.

To become a field correspondent all you have to do is write one field file article each month and one feature article every three months.

Field correspondents are essential for the success of any magazine and the JOURNAL is no exception. Because of that importance, our field correspondents will be honored in a special block on page three of each issue.

This is your chance to brag about the great job you're doing or to honor someone in your organization. You can help your fellow recruiters by passing valuable information on to them. You can tell other organizations how to put on a successful TAIR, COI or DEP function, how the

Recruiting Support Command can help spread the Army message or how A&SP can help open doors to your high schools.

Contributors always receive full credit for stories they have written and photographs they have taken.

Written? You can't write? You don't have to be an Ernest Hemingway or John Steinbeck to write for the JOURNAL. The editorial staff of the JOURNAL copy edits every story received to ensure it conforms to accepted style and grammar.

We can not always publish every story received, but if one of your contributions fails to make publication, it will still count.

So what are you waiting for? We need your help and we know you have something to say. Get those stories in to us.

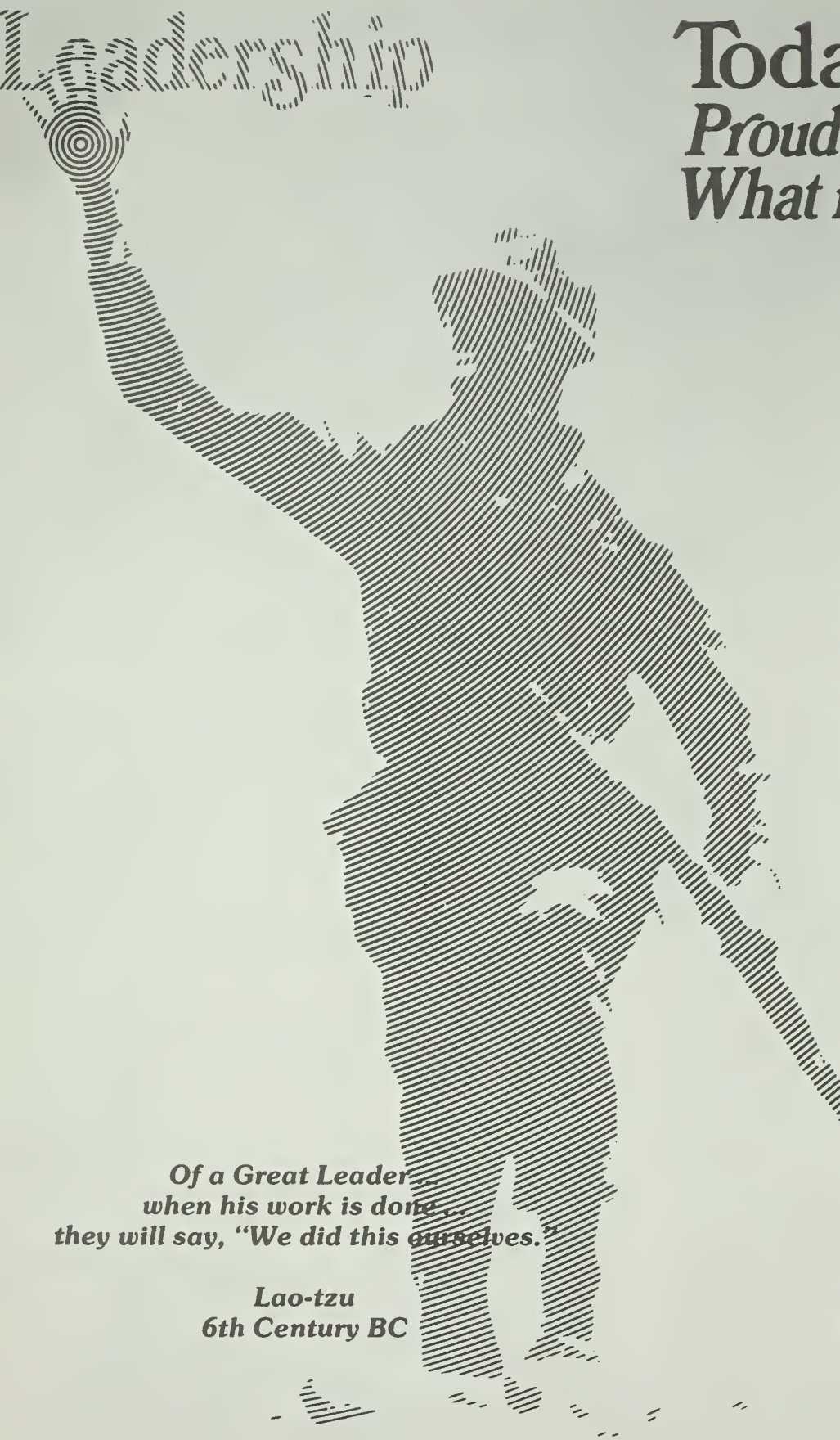


**Major General Allen K. Ono
assumes command
of the
U.S. Army
Recruiting Command**



Photos by Sgt. 1st Class Jerry Simons





Today's Army Proud and Ready... What it takes ★★★★★★★★★★

by John A. Wickham Jr.
General, United States Army
Chief of Staff

Leaders are made not born. They are made by a life-long study of history, of the influence of leaders on it, and by absorbing the real-life teaching of role model leaders. Leaders are made by the day-to-day practice and fine tuning of leadership talents, because leading is an art as well as a science and best developed by application.

Leaders are made by the steady acquisition of professional knowledge and by the development of 24-karat character during the course of a career. These traits foster inner strength, self-confidence and the capacity to inspire by examples of professional, as well as personal excellence. Gen. Maxwell Taylor once wrote:

Even with the gifts of human understanding and of professional competence arising from careful training, our military leader will not be complete without the third attribute of greatness; namely, character which reflects inner strength and justified confidence in oneself.

Our commission as officers reflects the truth that leaders are made rather than born, because of the responsibilities and values called for in the commission. The commission says that special trust and confidence is reposed in each of us. We have an extraordinary responsibility to fulfill when we consider the human and material resources and the security missions which are entrusted to us!

The commission also calls for valor, patriotism, fidelity, and abilities in fulfilling the responsibilities of being

**Of a Great Leader...
when his work is done...
they will say, "We did this ourselves."**

**Lao-tzu
6th Century BC**



an officer. Clearly ability relates to professional knowledge and the teaching, as well as the training of our soldiers and officers. Valor, patriotism, and fidelity are all tied to the development of character, leadership by example and selfless service.

As I travel around the Army, I make a point of speaking to groups of leaders. Also, I make the effort every month to talk with all of the new battalion and brigade commanders going through the Pre-Command Course at Fort Leavenworth. In addition to covering matters of interest about the Army, I talk with them specifically about leadership because it seems important to teach what I can about leading, and to try to convey by example the elements of sincerity and conviction.

I tell all of these officers that, in my opinion, the most important legacy any of us can leave to the Army lies in the teaching of excellence to those entrusted to our care.

Only by teaching can we truly prepare soldiers to be successful and to survive in combat. Only by teaching can we make the Army better "across-the-board." By teaching I am talking about "footlocker counseling." For example, battalion commanders should counsel each of their officers individually several times a year. The counseling should cover observations about the officer's performance; but, more importantly, it should convey to the younger officer the experience, the values, and the historical knowledge of the senior.

I also believe that such footlocker teaching should take place in the Non-commissioned Officer Corps, with the senior NCOs taking a direct hand in

the professional and personal upbringing of junior NCOs. General Bradley once said that the greatest leader in the world could never win a battle unless he understood the men he had to lead. Understanding the men and women we lead is tied up with face-to-face teaching.

The professional knowledge of leaders is essential to sound teaching and to improving the proficiency as well as readiness of units. Quality training and the maintaining cannot be done without solid professional knowledge of responsible leaders. Professional knowledge, to be sure, comes from day-to-day experience on the job. But a great military historian, Dr. Douglas Southhall Freeman, who wrote **Lee's Lieutenants**, once said the difference between a career and a job is the difference between 60 and 40 hours a week.

The numbers are not that important, but the difference in terms of extra effort is. The professional knowledge that is required of us must be achieved by self-study over the years and of course, by schooling. This includes the reading of military history, biographies and autobiographies of leaders, both military and civilian. It also means self-analysis of personal military experiences so that we can benefit from lessons learned and strive for self-improvement.

The character of leaders is clearly of great importance in inspiring those who follow. General Abrams used to say that the higher one goes up the flag pole, the more one's tail hangs out for all to see. General Patton wrote on D-Day that "officers are on parade 24 hours a day." These quotes suggest we

lead by example and therefore the better the example, the better the leadership.

Of course, fear of a tyrannical leader does motivate people, but not as much as respect and admiration for an inspirational leader who brings forth the inner strength of men and women who must face great challenges and possible sacrifice. One does not develop character in the heat of battle or a moment of crisis. Character grows out of the steady application of moral values and ethical behavior in one's life.

Units which have quality leaders, both commissioned and noncommissioned, will be units with a strong bonding between leaders and the led. They will be units that sustain readiness and morale. They will be units with a high potential for success in battle and with lower casualties than less well-led units. Experience of wars past demonstrates this truth.


Such units will have a command climate where those who are led feel that they can grow because they are part of a learning opportunity and mistakes in learning are tolerated in order to capitalize on the great potential of soldiers.

There is much written about leadership and much for us to study and learn. One quote in particular seems to summarize the essence of leadership. After World War II, General Bradley wrote:

"Leadership in a democratic Army means firmness, not harshness; understanding, not weakness; justice, not license; humaneness not intolerance; generosity, not selfishness; pride not egotism." (Reprinted from *Commanders Call*).

A career progression model

Editors' Note: The following career progression model is a proposal only. At press time, final approval of this program was still pending.



As part of the Spring Offensive Action Plan, and a continuing effort to improve the posture of the command, Maj. Gen. Bradshaw directed that a career progression model for recruiters be developed.


The purpose of the model is to serve as a guide to support career management and assignment decisions, and to highlight the career advancement and progression opportunities available to the recruiting force.

In its present form, the model is only applicable to Regular Army recruiters, due to Congressional restrictions regarding the assignment of

USAR recruiters to positions involving Regular Army recruiting activities (the bulk of TDA positions within the command). It is anticipated that a career progression model for USAR recruiters will be developed and published at a later time.

A similar model for the entire Military Occupational Specialty (MOS) OOR which reflects the cross-walk between recruiting and retention duties must likewise be developed, but will require staffing with other agencies before being published in an Army regulation.

The following paragraphs explain how the model is to be interpreted:



Entry level

Initial entry into the Recruiting Command occurs upon completion of the Army Recruiting Course at Fort Benjamin Harrison, Ind. Students for the course are either volunteers or Department of the Army selectees, and are in the grades E-5 to E-7. As detailed recruiters, they will continue to hold their primary MOS, but are awarded a special skill identifier and perform in the duty MOS of OOR.

Highly motivated and capable detailed recruiters are given the option of converting to MOS OOR, as a primary MOS, approximately 24 months after being assigned to USAREC and enter the career progression model at the first levels. Some detailed recruiters elect to return to a position in their primary MOS upon completion of their tour with USAREC and are assigned accordingly.



Level one

Recruiters are assigned to one of three positions based on the needs of the Command, their demonstrated ability, and their personal preferences. The positions are: cadre recruiter, nurse recruiter, or commander of a one-man station.

Opportunities for advancement to level two are contingent upon continued demonstration of adequate technical skills and leadership ability, and appropriate education received at advance recruiting courses presented at Fort Benjamin Harrison.

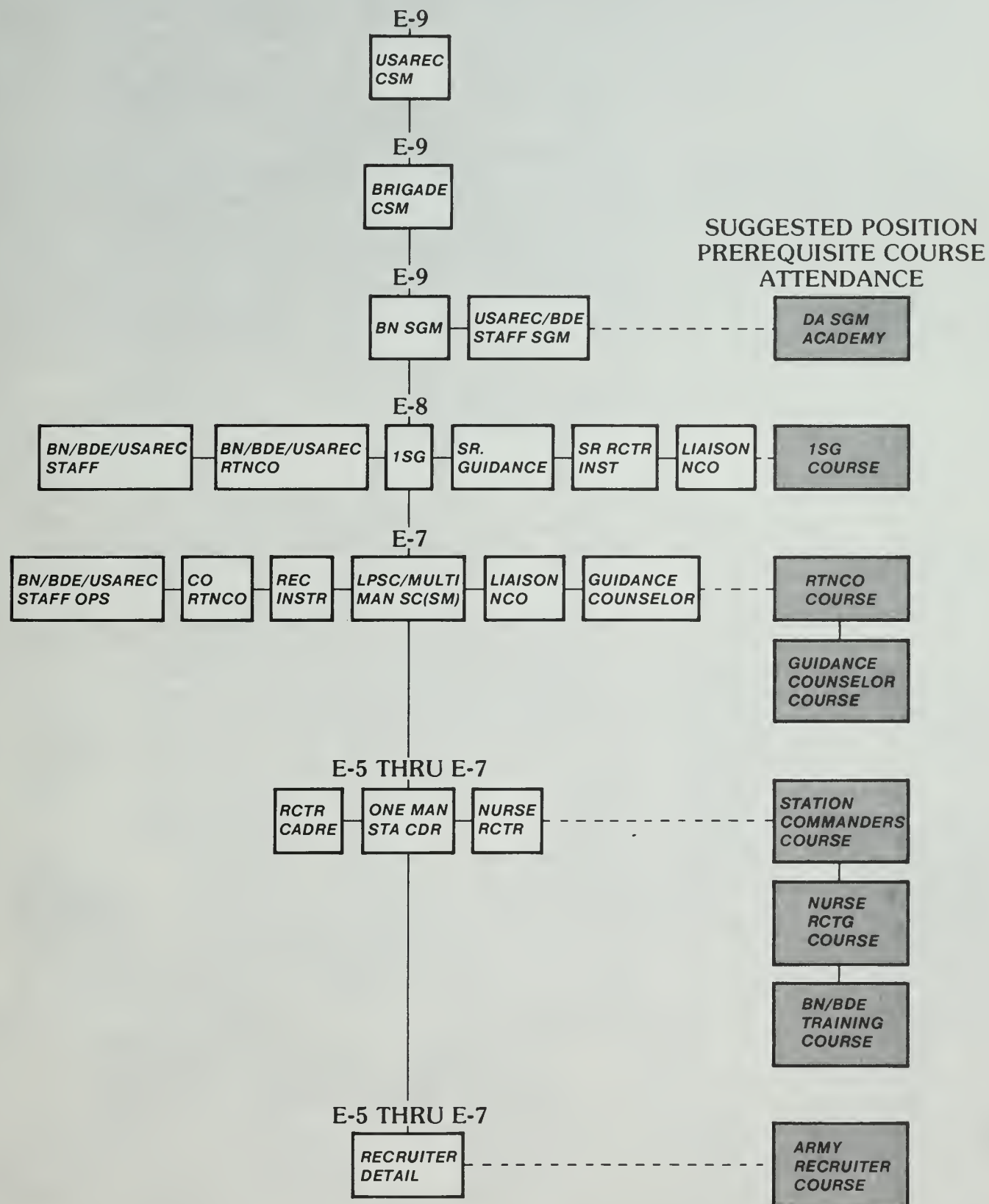
A second key to career advancement is education. Participating in both the Army's Non-Commissioned Officer Education System (attending ANCOC as an example) and resident courses of instruction at the Recruiting and Retention School, Fort Benjamin Harrison, are essential. ANCOC is normally attended at some point after converting to MOS OOR, based on selection for attendance.

Level two

As shown on the diagram, the primary means of career progression is marked by a heavy line. While holding a particular position is not essential for promotion to the next higher grade, a variety of assignments which involve both leadership and staff experience add to the recruiter's professional growth. It is never an adverse action, or step down, to move from a staff position to a production position. Neither is it a demotion to move from a production position to a staff position.

It is recognized by career managers that at some time everyone should perform as a staff NCO. Such duties broaden an individual's expertise and knowledge and, when coupled with their leadership experience, permit them to perform effectively at higher levels of responsibilities.

for Regular Army Recruiters



Level two positions are typically held by experienced E-7 recruiters, and include: company recruiter training NCO, station commander, operations staff NCO, recruiting school instructor, guidance counselor, and basic training installation liaison NCO positions. Advancement to level three generally requires promotion to master sergeant.

Level three

Recruiters who are promoted to E-8 serve at higher levels of responsibility as senior operations NCO, senior guidance counselors, senior recruiting school instructors, battalion recruiter training NCO, senior liaison NCO, as members of brigade or USAREC staff, or in a leadership position as company first sergeants.

Recruiters are assigned to these duty positions based upon an assessment of their leadership skills and staff experience. One or more lateral movements at higher level staff positions ensure that senior recruiting personnel become well-rounded and knowledgeable in all facets of recruiting operations.

Level four

Personnel are assigned to duty as either a USAREC or Brigade Staff Sergeant Major, or as a Battalion Sergeant Major, based upon assessment of their technical and administrative skills and their demonstrated leadership ability. Duty as a successful Recruiting First Sergeant is highly recom-

mended for anyone with ambition to be a Sergeant Major in the Recruiting Command.

Level five

Assignment as a Brigade Command Sergeant Major is based upon a competitive selection process which reviews the performance of those currently or previously serving as Battalion Sergeants Major.

Level six

Assignment as the USAREC Command Sergeant Major, the ultimate achievement for the Army Recruiter, is based on Department of the Army selection. The OOO duty position is normally filled, of course, by personnel having a wide range of recruiting experience and expertise.

Summary


Overall, the recruiter progression model stresses duty in leadership positions as the key to career progression. This is in line with the models for other MOS. Nevertheless, service in staff positions is recognized as an important factor in the recruiter's professional development, and is indispensable as a prerequisite for assignments to higher level duty positions.

Similarly, attendance at the Sergeant Major Academy is based upon DA selection. A wide range of courses exist at the Recruiting and Retention School to prepare the recruiter for advanced duty positions. These include: the

nurse recruiting course, the station commander course, the recruiter training NCO course, the guidance counselor course, and in the near future the recruiting first sergeant course which is currently being developed.

Maintaining the Army's strength posture is a vital mission. The career progression model for US Army Recruiters, those that provide the strength, has been published to assist in the proper management of USAREC's human resources, and to reflect the varied and challenging assignments available for recruiters.

Good Recruiting,



TOMMIE L. ABNER
Command Sgt. Maj.
US Army Recruiting Command



Leadership Los Angeles style

*George Addison
Los Angeles Rctg Bn*

The noncommissioned officer wearing the chevron is supposed to be the best soldier in the platoon and he is supposed to know how to perform all the duties expected of him.

General Omar N. Bradley

Army leadership stems from traditions that were forged by citizens who served our nation in times of great challenge. These leaders won freedom for the nation and shaped its institutions and values. These traditions are still in place today, and this year's Army "Leadership" theme reflects upon past, present and future challenges.

As a result, the Army must create and sustain a leadership climate where innovation, competence, and caring are rewarded. Such a climate enables a leader to lead by direct involvement and example, and allows them to teach, coach and, more importantly, train their fellow soldiers.

Master Sgt. Mickey Manley, RTNCO for the recruiting battalion of Los Angeles, explains why training is such an important factor in the development of a true leader. He states

that "sound training requires that many subjects be skillfully integrated and taught concurrently."

This is an excellent way to save time and assist in eliminating inefficiency. Adding that prior preparation and efficient supervision are essential to any training program designed for future leaders."

Manley said, "There is no secret to becoming a good leader. Every NCO and officer must strive to willingly accept his or her inherent authority and respond by training, maintaining, leading and caring for their fellow soldiers."

Some of the types of training programs utilized to improve a person's leadership capabilities are:

- 1. Primary Leadership Development Course (PLDC)**
- 2. Advanced Non-Commissioned Officer's Course (ANCOC)**
- 3. Station Commanders' Training**

Manley monitors the USAREC training guidelines used in the field and ensures that the battalion commanders' objectives are met within those guidelines.

Gen. George C. Marshall sums it up well when he said, "The soldier expects to be treated as an adult, not a school kid. A soldier has rights that must be made known and thereafter respected. A soldier has ambition; it must be stirred. A soldier has a belief in fair play; it must be honored. A soldier has a need of comradeship; it must be supplied. A soldier has imagination; it must be stimulated. A soldier has a sense of personal dignity; it must be sustained. A soldier has pride; it can be satisfied and made the bedrock of character once a soldier has been assured that he or she is playing a useful and respected role. To give a soldier this is the acme of inspired leadership. He or she has become loyal because royalty has been given to them."





Leadership by example

The photographs on these two pages show many of USAREC's leaders performing their semi-annual PRT in May 1985.

Featured clockwise from upper left are:

Col. Henry Brummett, (4), Director of Program Analysis & Evaluation and fellow USAREC soldiers completing the two-mile run.

Passing by an antique cannon in front of HQ USAREC, Maj. Gen. Jack Bradshaw, and other USAREC runners begin their two-mile run;





Col. Robert L. Phillips, USAREC Chief of Staff shows his form as he does his sit-ups, while Capt. (P) Bruce T. Palmatier, Secretary of the General Staff, holds his feet;

Sgt. 1st Class Dennis Kramp, USAREC PAO, holds the feet of Capt. Cornelius Bowe, Advertising and Sales Promotion Directorate while he does his sit-ups;

Master Sgt. Raymond C. Davis, of Personnel and Administration directorate, an evaluator, counts for Col. Scott M. Tippin, director of Enlistment Standards.

Army leaders are not always soldiers. Here GM 14 Vince Lauter, deputy director of Resource Management & Logistics voluntarily shows USAREC soldiers how it's done.

Master Sgt. Davis weighs Col. Tippin. Maj. Gen. Bradshaw speeding along. Brig. Gen. Willard M. Burleson, Deputy Commanding General, getting that last sit-up. USAREC soldiers begin the two mile run.



Photos by Spec. 5 Dan Hardoby





HEARD FROM PV-2 MICHAEL CANAVAN, a soldier in the Hometown Recruiter Assistance Program, assigned to Newburgh Rctg. Bn.: "Imagine, there I was - working 9 to 6 as a banquet captain, a job I despised, and playing with my band nights at any bar that would have us. I was sleepy all day, because I had no regular sleeping hours. And because the money we made playing bars was never very much, we sometimes wound up paying to play.

"Had I taken the time to look at my situation for even one minute, I might have gotten out of that rut sooner but rather blindly, I just kept on 'trucking'. What did get me to look around me, wasn't anything I did, but something my younger brother did. He joined the Army. For the first time, I could see up close another option. It reminded me that the way I was going was not the only way, so I started considering the Army.

"At first, I didn't like the idea of leaving my home and friends and possibly dropping music, even temporarily, but other things started to enter my mind. Things like furthering my education, good pay, travel, and a chance for advancement. The more I thought about what I could get from the Army, the easier it became to give up the things I thought were so important.

"Then one day, I gambled it all, and went to see my recruiter, the same man who signed my brother up, and began processing. From the beginning, the decision made me feel better. I scored well on the ASVAB, thereby qualifying for many MOSs, entrance into active duty as an E-2, and a chance for an enlistment bonus.

"If I had any doubts going into basic training, they left me very quickly. One thing I didn't expect to find was friends, some of the best friends I've ever had. Also, I found out just how much I was capable of doing and how much I could put up with.

"Now, before going on to my first duty station, I'm spending 45 days at home, as a recruiter aide, telling everyone I know that there is a better way than the one they've got. I tell them that with a little determination and hard work, they can obtain the things they never knew were missing from their everyday lives: responsibility, duty, a sense of order, and the ability to work with other people. What a great future!" (**Arthur Manzione Newburgh, Rctg Bn**)



At Aberdeen Proving Ground, Md., Sgt. 1st Class Leo P. Doherty receives the U.S. Army Materiel Command Retention NCO of the Year award from Gen. Richard H. Thompson, AMC commanding general. Doherty, whose wife Jewell attended the ceremony, is the Aberdeen Proving Ground Troop Command Retention NCO. (U.S. Army Photo by Ruth Hawks.)

THE U.S. ARMY TEST AND EVALUATION COMMAND and Aberdeen proving Ground received Army Materiel Command awards for reenlistment, maintenance, and excellence in Army food service at an April 10 ceremony.

TECOM received a Commanding General's Award for Reenlistment Achievement during fiscal year 1984. **Maj. Gen. Andrew H. Anderson**, TECOM commander and host of the conference, accepted the award.

Sgt. 1st Class Leo P. Doherty of APG. was presented with the AMC Retention NCO of the Year honors. He is the APG Troop Command Retention NCO.

Eleven AMC installations participated in the Army Chief of Staff Award for Maintenance Excellence program sponsored by the American Defense Preparedness Association. Two of the 11 participants were selected AMC winners and were nominated for Army-wide competition.

Those two installations are Yuma Proving Ground, Ariz., a TECOM post, and Anniston Army Depot, Ala. Both received the Commanding General's Award for Maintenance Excellence APG in the light density category and Anniston in the heavy density category.

Spec. 5 Joann Pruitt, Headquarters and Headquarters Company, APG Troop Command, was on hand to receive the AMC Outstanding Cook of the Year Award.

Spec. 4 Nancy Mays of the U.S. Army Cold Regions Test Center, a TECOM activity located at Fort Greely, Alaska, was runner-up in this competition. Pruitt and Mays competed with cooks from 12 dining facilities located at eight AMC installations.

Fourteen dining facilities at 10 AMC installations were evaluated for their standing within the command. Those judged the best in their respective categories won awards and will be nominated to compete in the Army's worldwide Seventeenth Annual Philip A. Connelly Award Program for Excellence in Army Food Service.

The dining facility at HQ and HQ Co., White Sands Missile Range, N.M., was winner and AMC nominee in the consolidated dining facility category. The 523rd Military Police Company, APG, was runner up. APG Troop Command's HQ and HQ Co. consolidated dining facility was winner and AMC nominee in the large dining facility category.

NEVER HAD SO MANY AWARD CEREMONIES FOR SO MANY PEOPLE taken place at the U.S. Army Recruiting Support Command.

At one such ceremony held at the Cameron Station, Virginia, facility, the USARSC commander, **Col. Mark L. Dembinski** said thank you and goodbye to three de-



Col. Mark L. Dembinski (left), USARSC commander, presents departing awards to **Spec. 6 James Hubbard** (Army Commendation Medal), **Staff Sgt. Nancy Taylor** (Army Achievement Medal), and **Spec. 5 Rodger D. Chisholm** (Army Achievement Medal).

parting soldiers, **Spec. 6 James L. Hubbard**, **Staff Sgt. Nancy Taylor**, and **Spec. 5 Rodger D. Chisholm**.

Award ceremonies were held to recognize soldiers PCSing as a result of the decision to "contract out" many of the production activities formerly performed by soldiers at the USARSC. Among those affected were Army illustrators, journalists, photographers, carpenters, machinists, electronics technicians, and supply clerks.

All told, 44 soldiers have been affected by the change-over. But work to insure a smooth and stress-free transition for these soldiers had begun months before. With the cooperation of MILPERCEN, Recruiting Support Command soldiers had time to look at the options available to them, consult with their branch managers, and make career decisions they might benefit from.

"The result has been a smooth transition period. Morale is high among the departing military and the new contract force that has taken up the work these soldiers used to do," Dembinski said. (**Sgt 1st Class Paul Kryzstoforski**, Rctg Spt Cmd)

BOSTON RECRUITERS HELP WIN BEST PUBLIC SERVICE AWARD. It all started over a year back, when Massachusetts **Governor Michael Dukakis** called upon the U.S. Army's Boston recruiting battalion to assist in a massive clothing drive across the state.

This was prompted when Boston radio station WBZ came up with an idea that combined spring cleaning with helping out the needy people of Massachusetts. Through the efforts of the Boston battalion and a team from the Fort Devens 36th Medical Battalion, the help of the 595th Medical Clearing Company was obtained. This latter unit has had excellent experience in dealing with people in high pressure situations.

To round out support for the program, all Army recruiters in the Boston battalion were asked to accept clothing donations at each of their recruiting stations. These collections were eventually hauled to the WBZ studios on Soldiers' Field Road, which served as the main collection point. The recruiting battalion set up the collection network as well as supplied the staff to handle the clothes as they came in.

On Thursday, February 23, 1984, the first official day



of the collection program, it was estimated that 10 tons of clothing would be collected by Saturday morning. However that goal was exceeded by Thursday morning. Clothes poured in from all over New England. People came from as far away as Salem, N.H. with carloads of clothing. The 559th handled all the actual loading and unloading from military vehicles to be driven to the main collection point, the Lemuel Shattuck Hospital in Jamaica Plain.

By Friday evening an entire auditorium at the Shattuck was filled to capacity. By noon Saturday people had to be asked to hold off bringing additional clothing because of the tremendous response.

As a result of the Army's Boston Rctg Bn efforts, WBZ recently took first place in the United Press International Tom Phillips Awards Competition for best public service by a New England radio station. (Dan Hood, Boston Rctg Bn)

MAKING MISSION-- IT'S ALL "RELATIVE." When you believe in the product you're selling, it's only natural that your family try it, too. That's just what five relatives of New Haven Battalion personnel did when they recently raised their hands to join Uncle Sam.

Leading the way, **Lt. Col. Kenneth Bonnell**, battalion commander, enlisted his son, **Bryon**, as an infantryman in the 2nd Battalion, 417th Regiment (USAR) in Norwich, Conn.

Master Sgt. Philip Godeck, battalion USAR operations NCOIC, signed up his son, **Philip III**, as an intelligence analyst with the 826th Military Intelligence (USAR) in East Windsor, Conn.

Sgt. 1st Class D. J. Candler, battalion assistant operations NCO, put her nephew, **Anthony**, in boots as a motor transport operator at Ft. Bragg.

Not to be outdone by headquarters, the field force was well represented. **Staff Sgt. Thomas Parsons** of the Ansonia, Conn. office put his wife **Patricia** on board to attend the USAR Drill Instructors' Academy at Company B, 2nd Battalion of 385th Regiment in Waterbury, Conn., and **Staff Sgt. Lech Szymanski** of Danbury, Conn., signed on his spouse **Lisa** as an administrative specialist with the 363rd Military Intelligence (USAR), also in Danbury.



Bryon Bonnell recently raised his hand to join Uncle Sam with the help of his father, Lt. Col. Kenneth Bonnell, battalion commander.

Why did they all join? It sounds like an ad from the annals of U.S. Army advertising.

Bryon Bonnell, a Guilford High School junior who is an Eagle Scout and active in wrestling, joined the Reserve under the split option. Said his proud father, the decision will "financially allow him to save money for college, will have a maturing effect on him and will be a valuable life experience for whatever he undertakes."

Bryon credited family influence (brother Brett is attending Ohio State on a four-year ROTC scholarship), as well as a clear idea of his career goals, for his choice. "My plans are to go for an ROTC scholarship, and this will give me the background I need," he added.

Nineteen-year-old Philip Godeck III shares some of Bryon's goals. The freshman engineering student at Central Connecticut State College is also taking advantage of the split option plus the loan repayment program.

"He's talked about enlisting for almost a year," said Godeck, "and might even aim for a commission." Another upcoming 26-year veteran like his Dad, perhaps?

The \$25,000 College Fund, plus a cash bonus and relevant job experience, are what drew Candler's nephew, Anthony Lominac, to his four-year RA stint. The 20-year-old North Carolina native was working in transportation before starting basic training.

Spouses had even more varied reasons for taking the oath. "I had military in my blood," remarked Pat Parsons,

who already served at Ft. Sam Houston and in Germany. Now working at the Woodbury, Conn, Residential Center as a nurse's assistant -- in addition to her duties as chairperson of Bridgeport Company's Army Community Service Program -- she is enrolled in an accelerated Drill Instructor program.

With lots of self-discipline, she'll finish the program in ten months. What does her husband think? "He's definitely impressed," said Pat.

Lisa Szymanski, who also loved her prior taste of military service, "wanted to do something extra on weekends." With two active children to watch during the week, she has been going to her on-the-job training drills since last summer.

"With my being on recruiting duty," concluded Staff Sgt. Szymanski, "she asked me a lot of questions."

Like all good recruiters in the New Haven Battalion, he obviously had the right answers. (Marian F. Martone, New Haven Rctg Bn.)

RECRUITERS IN THE MIAMI BATTALION participated in a highly publicized and visible community service during April issuing identification cards for thousands of youngsters in three South Florida counties.

The program worked perfectly in conjunction with **Secretary of Defense Caspar Weinberger's** proclaiming April the "**Month of the Military Child,**" although the program was open and available to all children in dozens of communities.

The laminated cards with a photo and a complete description of each youngster were given away free. Nationally, the program is sponsored by Pepsi-Cola Company. The soft drink firm then links up with local sponsors in each area.

In the South Florida area, Pepsi worked with Army recruiters and television station WSVN, radio station WSHE-FM and 22 K-Mart stores in Dade, Broward, and Palm Beach counties where the cameras were set up to snap the smiling faces.

More than 50 recruiters and personnel on the Miami Battalion's headquarters staff took part in the community service. The soldiers took the pictures, filled in the complete description of each child, laminated the cards and offered other assistance with the project.

The identification card program was conceived in response to public concern over the growing problem of missing children.

It is a tremendously high profile topic in South Florida because of a youngster who was abducted two years ago in a case which received national attention. Congressional hearings and a television movie resulted from the abduction. This, of course, increased the public's awareness and attention to the matter.



Army Recruiting Staff Sgt. Leroy Willis of the Miami Rctg Bn gets set to take one of the thousands of identification pictures of youngsters from all over South Florida.

The identification cards are kept by the parents. No name or address is listed in case the card falls into the wrong hands. Each card lists the child's birth date, height, weight, hair and eye color and any distinguishing marks which would make the police's job easier to identify a missing youngster.

The Miami Battalion's recruiters and staff members, under the command of **Lt. Col. Alan R. Paczkowski**, helped organize the photo sessions on four Saturdays, and offered the card from 11 a.m. to 4 p.m. on each of those days.

Parents at every location praised the program and thanked the Army's representatives for providing up-to-date pictures of the children. The program received heavy media attention in several area newspapers, radio and television stations. (Story by Hal Glassman; photo by Denise Rains, Miami Rctg Bn.)

Recruiters and Educators: a low-keyed mix

by Larry N. Crump
Kansas City Rctng Bn

"I listened to what you said last year and it impressed me. That's the reason I'm student president of the Kansas VICA Association this year."

When the commander of the Kansas City Recruiting Battalion heard those words — uttered without braggadocio or cynicism — he knew that his battalion's involvement in the annual Kansas State VICA Leadership Conference and Skill Olympics was well worth the investment.

For the past two years Lt. Col. Thomas A. Tucker, Kansas City's recruiting chief, has served as the conference's guest speaker, and Army recruiters and reservists have assisted in judging its various skills competitions.

VICA, or Vocational Industrial Clubs of America, is a national vocational student organization which helps prepare high school students for careers in vocational areas, such as trade, industrial, technical, and health occupations. The organization promotes personal growth, community understanding, safety awareness, student-teacher cooperation, and professional student-industrial relations.

This past April more than 800 Kansas students and some 300 sponsors attended the conference and Olympic Skills competitions in Wichita in preparation for the upcoming national VICA conference in Phoenix, Ariz.

The Kansas City Battalion hosted a buffet-style dinner for the conference at Wichita's Century II Convention Center and arranged for military per-

sonnel to assist in judging the competitive events. Welcoming remarks were made by Congressman Dan Glickman, Kansas' Fourth District representative.

The attendees heard Tucker encourage the students through the use of 35mm slides and words to "Be All You Can Be."

"Success in the industrial world," he said, "would be no different than success in any of life's endeavors, be it industry, education or the Army."

He then outlined the requirements of success, while at the same time offering a soft-sell approach to Army opportunities. Ending his talk, Tucker emphasized that no matter which route the student takes, he or she should consider and pursue the qualities that ensure success, while at the same time setting high personal standards. Success will follow, he added. "You will be all you can be."

During the competition phase of the conference, Army recruiters from the battalion's Wichita Company, commanded by Capt. Morris Young, and members of the 89th Army Reserve Command, headquartered in Wichita, served as judges in the various categories. The skills competitions were held in Century II and the Wichita Area Vo-Tech School. The competitions included such skills as auto body repair, bricklaying, carpentry, sheet metal work, welding, plumbing and

many other vocational and technical skills.

At the evening buffet dinner, these same recruiters and reservists were seated at the students' dinner tables for high visibility and to answer questions about Army opportunities.

The overall conference was a success from the battalion's standpoint. Although there was no active recruiting going on, the Army's presence at the dinner and throughout the competitions was significant. That, along with Tucker's talk, all combined to give a soft-sell approach to the Army without diluting the original purposes of the VICA convention.

What did the student think of the talk and the Army's presence? With 800-plus young men and women, the chances are good that more than a few were impressed with what they saw and heard. As an audience, they were attentive, spontaneous and appreciative, lending applause and laughter, and yes, even a friendly raspberry or two! And like their own state VICA student president who listened and acted on what he heard, the chances are good they will be influenced.

According to Tucker, such statewide conferences are an excellent way of reaching a lot of young people. And, too, the Kansas City Battalion's involvement these last two years is a "practice run of sorts" for 1988. That is when the National VICA Conference with some 12-15,000 young people in attendance will be held in Wichita.

Recruiters return to basic training

by Sgt. 1st Class C. Drake
Public Affairs Office
Fort Jackson, S.C.

Army recruiters from as far away as Hawaii toured Fort Jackson, S.C. March 13 and 14 to get a first hand look at initial entry training for the Army of the 80s.

Brig.Gen. Robert D. Chelberg, Fort Jackson's deputy commander, started the ball rolling toward closer cooper-

ation with the U.S. Army Recruiting Command with a written invitation in January.

In his letter, Chelberg pointed out that Fort Jackson trains 30 to 40 percent of all recruits and more than 60 percent of all female recruits. He also emphasized a need for closer sharing

of information between initial entry trainers and soldiers on recruiting duty.

Forty-two recruiters spent March 14 visiting basic training units observing training routines and getting an overall picture of how those civilian applicants they put on the bus are trained as soldiers. Their day ended with dinner at the 94 B, Food Service School's field training site after a briefing on advanced individual training.

Several recruiters admitted that basic training was a distant memory for them and much has changed. Staff Sgt. Leventis Tucker Jr., who works the Dallas, Texas area, said he compares basic training with his own personal experience.

"It has been 14 years since I completed basic training. It is hard for me to explain basic training to a person entering the Army. Before this visit I used only the video segments on our JOIN system to answer questions on basic training," Tucker said. "This tour will definitely help me talk to young people about the Army."

Staff Sgt. C. J. (Charles) Johnson, who recruits in Omaha, Nebraska, believes visiting here will help him. "I think we will all do our jobs better, (as recruiters) if we are reminded occasionally of what it is like in training centers like Fort Jackson," Johnson said.

Capt. Johnel Jackson, one of several project officers who organized the tour said future recruiter visits will depend on funding by the Recruiting Command and feed-back from the first group.

Staff Sgt. Lawrence D. Ott Sr., Ludington Recruiting Station, Lansing Recruiting Battalion, talks with Privates Gordon Perrin and Donald Harmony, Michigan natives during a recent visit to the Fort Jackson 94 Bravo food service field site. (Photo by Sgt. 1st Class C. Drake).



Long Island recruiter reveals secrets

Is recruiting an art? Is it a science? Read about the not-so-strange and revealing practices of an unusually successful recruiter of women for the United States Army.

by Jay Wandres
A&SP Staff
Long Island Rctg Bn

Around the Long Island Battalion's Mid-Island Company, SFC Melvin Howell, station commander of the Bayshore Recruiting Station, is regarded as something of a "ladies' man." In other words, he is considered to be highly proficient at prospecting female applicants -- a category some recruiters would just as soon shy away from.

Howell, himself married and the father of a teen-age daughter, seems to understand how to win the ladies' confidence and their signatures on a DD-4.

Howell says, many of the young women he's seen over the last year come into the recruiting station with a negative view of the Army. "They think the Army is going to make them rough and tough, drag them through the mud, and stuff like that."

Howell says he puts great emphasis on letting prospects know that although the Army has strict training standards and that basic training will be a challenge, the women are encouraged to maintain their femininity.

"It's very simple," he says, "During the interview I pamper them a bit more than I would a guy. I tell them they sound like they are really sharp, and that they've got their act together. Women at any age like to be complimented." Howell says he gets his message across in many ways, but he always impresses the prospects with the idea that they will train to become well

motivated soldiers and NCOs in the Army.

One of the objections Howell has to overcome during the interview is what the young woman says about what her boyfriend will think of her decision to enlist. Howell says he doesn't wait for them to bring it up. "I ask if she is going with a guy, or has a very special friend who matters. I never use the term 'boyfriend' because they think the word is a put-down."

If the prospect brings up her guy's objections to her career choice, Howell asks her if he has made career plans for his future, why hasn't she?

"I use reverse psychology. I tell her that if her guy cares about her he will still be around when she gets back from basic or AIT."

Other objections come from the female's parents. "They want to know why I'm calling their house after school or during the evening. 'Why do you want our daughter for the Army?' they ask. The parents also want to know the answers to questions that are particularly important to them, such as 'Will my daughter have to live in the same barracks as men?'"

Exactly what are females looking for? In Howell's opinion, "It's not so much specific MOSs, as they are looking for 'adventure.' This really means they want to get away from home and become independent." Naturally, he

stresses the fact that young women can gain this sense of independence -- and their own income -- by serving in the Army.

When it comes to getting parental consent, Howell said it's seldom a problem. "Girls can 'sell' their parents better than boys can. I know -- my daughter can get just about everything she wants from me!"

"All too frequently," Howell said, "being overweight is a problem for females. I try not to hurt their feelings, but there's no easy way to tell them they have to lose 10 pounds if they want to enlist." Howell stresses the part the Army plays in improving one's physical fitness.

"I tell them this will help them stay in shape, and that this will make their folks and their special guy proud of them. They need to hear this. They need to feel important. They need to feel that they are about to do something important. Once you convince them that the Army can help them do this, you practically have them sold."

"It's very simple," Howell said. "Male recruiters have to treat female applicants a little different from males. They have to treat them like their first high school date. This little extra effort can pay off in making female mission."

Recruiter corrects the record WW II veteran finally honored

*Story and photos by Mary Hetzler
Public Affairs Specialist
Seattle Recruiting Battalion*

Staff Sgt. Robert West, station commander of the Bellingham Recruiting Station, Seattle Recruiting Battalion, Wash., recently made time stand still for a World War II Army veteran.

When West was recently notified that there was a World War II veteran in his area who had not received his Purple Heart, he immediately became involved in "setting the record straight."

The veteran, Pvt. Richard B. Phare, served in Luzon, Phillippines, with the 148th Infantry Regiment, 37th Infantry Division. Phare is also an Indian, and member of the Yakima, Haida and Lummi tribes. He is a direct descendant of Teeias, war chief of the Yakima Indian tribe (1855), and of Albert E. Edenshaw, first Christian chief of the Haida Indian tribe, Queen Charlotte Islands, British Columbia, Canada.

West met with Phare several times to prepare an appropriate award ceremony. It was during one of these meetings that West discovered Phare had not received any of the awards and decorations he had earned during World War II.

Upon learning of this, West decided to work very closely with Phare to identify all the awards and decorations that he should have received prior to his discharge from the Army.

As soon as they were identified, West enlisted the assistance of the battalion advertising and sales promotion office in order to obtain all Phare's awards and decorations. A ceremony was then scheduled to be held at the U.S. Army Reserve Center, Bellingham, Wash.

Lt. Col. Robert Ratcliffe, commander of the Seattle Recruiting Battalion invited Brig. Gen. William H. Reno, assistant division commander, 9th Infantry Division, Fort Lewis, Wash., to present Phare with his awards and decorations.



Pvt. Richard B. Phare a World War II Army veteran was recently presented with his WWII awards and decorations which should have been presented to him upon his discharge from the Army 44 years ago. Presenting the awards is Brig. Gen. Henry Reno; assistant division commander of the 9th Infantry Division, Fort Lewis, Wash., flanked by Staff Sgt. Robert West, station commander of the Bellingham Recruiting Station. (Photo by Mary Hetzler).

On the day of the ceremony, members of the Warm Springs Indian Tribe, Ore., arrived early to set up their Indian drum. They were followed by members of the Umatilla, Haida, Yakima and Sax-Fox tribes. Phare's wife, Dorothy; children; grandchildren; family; friends; the Canadian vice consul, Allen Ritchie; the mayor of Bellingham, Wash., Tim Douglas; Chief James McKay, Lummi Indian tribe; and Chiefs Raymond and Clarence Burke, Warm Springs Confederated tribes were all in attendance.

On the day of the ceremony, 44 years after Luzon, Phare dressed in his beaded buckskin Indian war shirt, and wearing his veteran's cap, was presented to Reno, who briefly spoke about the battlefield where Phare had earned his awards and decorations.

Then, assisted by West, Reno presented Phare with the Bronze Star with the Oak Leaf Cluster, Purple Heart, Presidential Unit Emblem, Good Conduct Medal, Asiatic Pacific Campaign Medal, World War II Victory Medal, Philippine Liberation Ribbon, Combat Infantryman Badge, Honorable Service Lapel Button WW II, and the Sharpshooter Badge with Rifle Bar.

After the ceremony, Phare, assisted by Burke, removed his veteran's cap and donned his Indian war bonnet—a proud warrior.

With his wife Dorothy standing beside him, Phare then thanked the Army for making the day possible, and for sharing the day with him.

Phare had finally been honored, and West had made it right!

Finale of 'Soldier Show' wows audience of 7,200 in Columbia



Much, much more than basic training was required to get these SOLDIER SHOW performers into shape for their acts.

*Story by Elinor Furnell; photos by
Sgt. 1st Class Maria G. Coulthard
Columbia, S. C. Recruiting Bn*

Soldier Show, the first Army show in more than 20 years, had its grand finale before a cheering audience of 7,200 soldiers, recruits, family members and civilians last March 5 in Carolina Coliseum, Columbia, S.C.

At the close of the final show the audience came to its feet. It cheered wildly. It celebrated jubilantly.

Soldiers in green on the ground floor chanted, "U.S. -- U.S.--, U.S.--." The chant was picked up and echoed by the fatigue-clad trainees in the stands.

The cast and technical crew were introduced. They'd come from Army posts all over the globe - from Korea and Kitzingen, Baumholder and Barmenhausen, from forts in Hawaii, Texas, Kansas, New Jersey, Georgia, Virginia, Louisiana, and Alabama. They were cooks and chaplain assistants, riflemen, clerks and intelligence specialists.

This was the Soldier Show, and these men and women were reviving the age-old soldier tradition of soldiers entertaining each other -- soldiers making their own morale, soldiers keeping their own spirits high. This Soldier Show was indeed in the tradition of Valley Forge, Gettysburg, San Juan, World War II, Korea and Vietnam.

Soldier Show had begun its short but brilliant life with its cross-country tour in the fall of 1984. It had appeared as part of the presidential inauguration, and it then repeated its success in command performances in 19 locations across the nation.

The cast of 26 had been chosen from 100 major command finalists in the Army entertainment program at the Annual Festival of the Performing Arts sponsored by the Adjutant General's Morale Support Directorate.

The show was produced under the auspices of the U.S. Army Community and Family Support Center with the cooperation of the Army Forces Command, the Army training and Doctrine Command, and the Army Recruiting Command.



A very physical Spec. 4 S. Weinzel as Elvis Presley brought down the house in Carolina Coliseum last March 5.

Even before the show began there was audience participation. Trainees from one unit shouted their Jody calls. They were answered immediately by calls from another unit in the audience -- each unit trying to outdo all the others. One seasoned observer had this to say: "This helps people to appreciate the Army. You can feel the Army really does help you to 'Be All You Can Be.' It shows lots of energy, lots of spirit, gives you pride in your country."

The show itself was made up of 38 musical presentations by the soldier-entertainers -- each presentation highlighting a different era of American history. There was something for everyone, and the audience loved the whole show. High school principals, counsellors, and middle-aged couples applauded a nostalgic number of Ginger Rogers and Fred Astaire gliding across the stage to "Ain't Misbehavin'." Army trainees and delayed entry recruits (DEPs) and their friends cheered a look-alike Elvis Presley shimmying and shaking to "Hound Dawg," and gyrating to "Jailhouse Rock" and "Blue Suede Shoes."

Each act was backed by the Army Blues -- a terrific combination of saxophones, trumpets, and trombones that added professional spark to all the singers, dancers, and tumblers. As

the evening rushed to an end, each act seemed to get faster, each act seemed to get better. The affect was overwhelming. This was indeed an evening to go down in Army recruiting history in the state of South Carolina.

Thirty-four DEPs and their friends sponsored by Sgt. 1st Class Eddie Maddox, commander of the Dentsville, Recruiting Station in Columbia, had celebrated with a pre-show dinner at a local steak house. "After the show," Maddox said, "two of the young women went up to talk to the performers. They were tickled pink."

The Columbia Recruiting Battalion sent 28 commercial buses to pick up representatives from Centers of Influence (COIs) and DEPs. Total battalion attendance was 1,330. ROTC students arrived in full uniform in buses provided by their schools and marched in formation to the Coliseum.

Favorable reports were also received by the Assembly Street Recruiting Station in Columbia. Commander Donald Lannan received good feedback from his sources. "A couple of days after the Soldier Show I made it a point to phone my COIs for their comments. Bob Powers, Powers Seal Corporation, said he enjoyed the show and had not been aware the Army had so much talent. Also, one of the music teachers from the Uni-

versity of South Carolina said she was amazed by the professionalism of the troupe."

Sgt. 1st Class Lannan also commented on the Jody calls. "It gave me chills to hear the training companies in the audience competing with each other with their Jody calls. I used to be a drill sergeant at Fort Jackson, and it made me feel good to see such spirit. Incidentally, I talked with a drill sergeant at the show who told me his is training some of the smartest people he has ever trained for the Army."

Radio stations were used to broadcast advance notice of the event and the stations also helped distribute tickets. Local newspapers and the Fort Jackson Leader published accounts of the show and gave its history. Free tickets were also distributed by Fort Jackson's Tours and Travel Office.

Show programs featured two advertisements. The inside cover was targeted for potential recruits, and the backcover was directed at their families. A folding portable display was set up in the prime traffic areas of the lobby, and brochures and bumper stickers were given to those interested.

Those were the arrangements that went into attracting that crowd of 7,200 to Carolina Coliseum on March 5 to see the absolutely final for all time performance of the Soldier Show. For a relatively small amount of money and a lot of promotional hustle, a multi-talented group of Army soldier-entertainers was able to give an exciting evening to other soldiers, to potential recruits, their friends and families, and to the general public.

Was it worth it? You bet it was. It was an experience the people of Columbia and South Carolina are still talking about months later. Most of all they remember the the enthusiasm the performers as they demonstrated the many-faceted abilities of today's soldiers. And they appreciate the fact you can "Be All You Want to Be -- and More" in today's Army.

Jackson students find no opposition during Fort Polk invasion

*Story and photos
by Melanie McNutt
Jackson Rctg Bn*

The sun barely peaks through the clouds as the big Trailways bus pulls up to the U.S. Army Recruiting Station in the Jackson (Miss.) mall. Students who have been breakdancing suddenly stop and race to find their luggage so they can be first in line to get on the bus. Others move sleepily toward the bus, hoping they can find a seat quickly so they can get back to sleep as soon as possible. These Jackson students are about to join the Army for a day.

Sergeants 1st Class Joe Jones and Gayle Johnson, both Jackson Company recruiters, make last minute preparations so that this student tour will be a success. Fifty-four students from schools in Jackson, Vicksburg and the surrounding area wait patiently for their trip to begin. If all goes well, this trip will be the deciding factor on whether some of these students will join the Army.

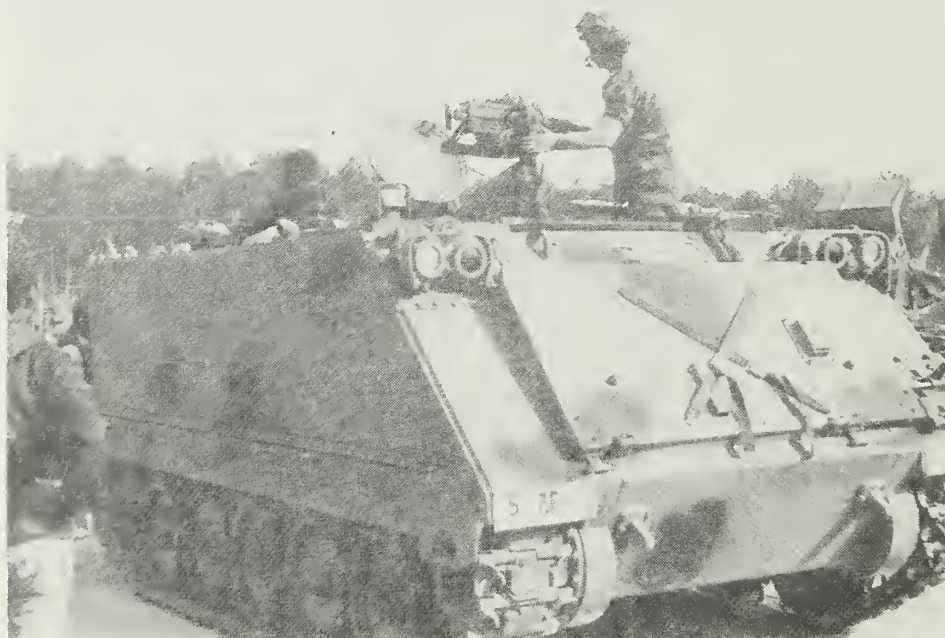
As Junior ROTC program members, some of the students are already familiar with the Army and its customs; others have relatives in the Army, so they already have a good idea of what Army life is all about. But, for most of the students, this will be their first time on an Army post. This trip will help them to see what life on an installation is all about.

Provine High School junior Douglas Childress said, "This is my first trip to an Army post. I've been told about posts by friends, but I'd like to find out about them first hand. I want to make up my mind about which branch of the service I want to join. This trip will give me the opportunity to see what kind of programs the Army can offer me once I graduate from high school."

Chandra Dorsey, a senior from Flora High School, said, "I came on this trip so I could find out about the Army's training programs."

Provine's JROTC battalion commander, senior Chris Jackson, said, "I went to Fort McClellan for ROTC summer training about two years ago. But, we were so busy training I really didn't get a good look at the post itself. I'm looking forward to the tour part of this trip. I plan to join the Army after college and I'd like to find out more about benefits, like family housing."

The coordinators of the tour evidently knew what kind of questions the students would be asking because as soon as the bus arrived, the post tour



Members of the Fort Polk, La. motor pool, treat high school students from Jackson, Miss. to a ride in an armored personnel carrier during a recent student tour held at the fort.



Tina Beal, a student from Canton High School in Jackson, Miss., gets a hands on demonstration on how to fire a 90mm recoilless rifle. The demonstration took place during a recent student tour held at Fort Polk, La.

guide, Staff Sgt. Elfran Gurgos of A Company, 7th Engineering Bn, and the Army representatives did their best to answer any and all questions that the students had.

The first stop on the agenda was the museum. Students were able to get the Army vehicles on display. The museum had everything from helicopters to rocket launchers. The display was set up outside to the students could see the equipment in a realistic setting.

James Keys, a senior from Pearl High School said, "I liked the museum because we were able to see the equipment first hand. It was set up so we could see how the equipment has advanced and changed over the years."

The next stop was the motor pool. Army professionals gave the students rides in an armored personnel carrier (APC) while others showed them military weapons and explained the proper ways to hold and shoot them.

When everyone had ridden the APC at least once, the fort's motor pool division put on a temporary bridge demonstration in the parking lot. The demonstration featured a tracked vehicle, with a fold-up bridge attached to it, which was unfolded and set up for students' inspection. The boys in the tour group seemed to enjoy this demonstration the most. They questioned the equipment operators so intently that the chaperones and tour guide almost had to drag them away to

the next stop, the post airfield.

At the airfield, the students saw a demonstration by the weather bureau and map division and an emergency medical helicopter team.

Members of the medical team escorted the students to a helicopter and explained each member's particular job function. Then the soldiers pointed out the various equipment components that are used during an emergency rescue and explained their uses.

Then medical teams members answered student questions.

One question put to them by students more than once was why the crewman didn't have to wear parachutes. According to Spec. 4 Bill Vaughan, the emergency medical

technician on the helicopter, in almost every emergency, the pilot would be able to land the helicopter or glide into a safe landing. He said that they had to be able to move around freely inside the chopper and that most of the time they use safety belts so that they wouldn't fall out during flight. He added that each team member wore an emergency vest that would help them to survive in the field just in case they were shot down or crashed. The vest includes everything from a fishing hook and bait and flare gun to an emergency first aid kit and homing device.

After leaving the airfield, the students went to eat and then were allowed free time. Some went to the base movie theater while others preferred to go to the recreational hall to play pool and video games or go to the field house to play basketball. The students were amazed by the facilities available to them on the post.

During their free time many of them stopped soldiers to talk to them about the Army and their jobs. The soldiers on the post talked to the students openly and freely about their life in the Army.

Vicksburg High School junior Albert Butler said, "I was having doubts about the Army before I came. But the tour showed me what the men and women in the Army really do. I believe that joining the Army will be a worthwhile challenge for me. Also I liked the barracks. I was real surprised that they were so nice. And I like the fact that every soldier has his or her own job and does it so well. I'm really glad I came on this trip."

The next day the student talked to officials of Northwestern Louisiana University's branch campus located on the post. They were excited that they could work for the Army and at the same time finish their college education at a minimal price. "The education speech was great!" said Myrtis Law, a second semester freshman at Mississippi Southern University. "For people just enlisting it is great. The Army can offer them an education and job experience at the same time. I don't know anyone else that can do all that."



Students from Jackson, Miss., are served a delicious meal complete with a strawberry sundae, by a cook from the DISCOM center at Fort Polk, La. Myrtis Laws, a student at the University of Southern Mississippi, is served her sundae.

A helicopter rescue team medical specialist demonstrates rescue equipment for students from Jackson, Miss. during a recent student tour held at Fort Polk, La.





Rings and Things

Recent recipients of recruiter rings and gold badges appear below. Inquiries concerning these listings may be addressed to the USAREC Awards Branch, or phone AV 459-3871, commercial (312) 926-3871.

RECRUITER RINGS

CLEVELAND SFC Ronald L. Rickles GS7 David L. Tucker	HARRISBURG SFC Ronald G. Huffstickler	LITTLE ROCK SFC Lafayette Woods	OKLAHOMA CITY SFC David G. Orr	PORTLAND SFC Wayne S. Doherty 1SG Arthur A. Dunbar
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Training Tips

Inquiries regarding Training Tips may be addressed to USAREC, Recruiting Operations-Training ATTN: Master Sgt. T. Iasimone, or phone AUTOVON 459-2772, COMMERCIAL (312) 926-2772.

The role of recruiters in manning the Army Reserve Component, providing the strength for The Total Army Team, has become increasingly important. The Army has devised a number of USAR-unique programs to assist recruiters in accomplishing the USAR accessions mission. This month's Training Tips highlight the **Features and Benefits** of a USAR enlistment.

There are no unique sales skills required to recruit for USAR programs - recruiters appeal to the needs and interests of individuals, by telling and showing them how they may benefit from a USAR enlistment. Doing this well, however, requires considerable product knowledge regarding the features and benefits of various USAR enlistment options. So relax, read on, and if you're not on top of what's happening (on the USAR side of the house), here's a chance for you to expand your knowledge on USAR options.

Standard Training Program. This is the basic NPS program of the USAR. It has no special features. An enlistee under this program enters IADT and completes BT and AIT (or OSUT) consecutively, and returns to the USAR unit MOS qualified. Applicants may enlist for 3, 4, 6, or 8 years in a USAR Troop Program Unit (TPU) with the remaining portion of their 8-year Military Statutory Obligation (MSO) served in the IRR.

Alternate Training Program. More commonly called "split training," this program is for NPS applicants whose seasonal employment or continuing education does not allow sufficient time to complete BT and AIT during a continuous active duty period. For example, a 17-year-old applicant who is currently attending his junior year of high school must be able to attend training between school years. The Alternate Training Program is ideal in this instance because he can attend BT during the summer break between the junior and senior year, and the next summer return to training to complete AIT and MOS qualification. Under this program, applicants enlist for either 6 or 8 years in a TPU, with the remaining portion of the MOS served in the IRR.

Army Civilian Acquired Skills Program. This program is designed to attract NPS and PS individuals with civilian-acquired skills that are needed by the Army. In recognition of their skills, they receive constructive credit for MOS award based on their civilian skill and they receive accelerated promotions based on demonstrated duty performance in the MOS. Some additional military schooling may be required in certain designated technical skills and they may have to complete BT if not previously completed. Enlistees who already possess needed mili-

tary skills acquired through civilian education and experience saves Army training dollars and enhances unit readiness.

Reserve Officers Training Corps (ROTC)/Simultaneous Membership Program (SMP). One of the most frequent deterrents to a successful sales presentation is a remark from the applicant, "I am planning to go on to college." That's great, and we have a deal for these prospects; it's called the ROTC/SMP and it permits eligible individuals to enroll in their college's ROTC Advanced Course and participate in a paid drill status as Officer Trainees in USAR units. The program is available to qualified NPS, PS, and IRR members seeking USAR unit membership, and is intended to provide an expanded source of junior officers available for assignment.

US Army Reserve Warrant Officer Flight Training (WOFT) Option. The newest option offered USAR WOFT, is available to qualified NPS and PS applicants and members of the IRR. Eligibility under this option is essentially the same for RA WOFT, except that applicants must serve in a USAR unit for no less than 48 months after successful completion of flight training, be at least 17 years of age, and not have passed their 27½ birthdate upon entry in the option. Individuals must reside within 100 miles of a USAR unit requiring flight trained warrant officers. Army aviation is a high visibility option, combining adventure with high technology and teamwork. Eligibility and training criteria are demanding, but qualified applicants are afforded the opportunity to receive training from the Army worth the approximately \$128,000.

USAR Prior Service Training (PST) Option. This option, now in its second successful year, offers PS applicants and IRR members the opportunity to become affiliated with a USAR unit in an MOS not previously held. PST individuals receive formal MOS training on active duty (Advanced Individual Training) as part of the accession agreement. It is designed to provide MOS qualified soldiers to USAR units with hard to fill vacancies of high priority, while reducing unfilled training seats at service schools, and to increase the paid drill strength (foxhole strength) of the USAR.

USAR Unit Assignment of IRR Members. The IRR to TPU transfer program offers IRR members, who qualify, the opportunity to join a USAR unit in a paid drill status. Historically, this program has produced the bulk of USAR PS accessions. Applicants with needed skills, residing within reasonable commuting distance of a USAR unit, may apply for transfer from the IRR to the

USAR unit and begin attending paid drills upon receipt of assignment orders. If the IRR member's MOS does not match a unit vacancy in the local area. He may apply for skill training under the USAR PST Option. IRR members seeking TPU membership whose service obligation will expire within 6 months may apply for concurrent unit assignment upon immediate reenlistment in the IRR.

Selected Reserve Incentive Program (SRIP). This program provides incentives for enlistment and retention of individuals in the USAR. The current edition of SRIP used within the recruiting community consists of:

a. A \$2000 cash bonus for enlistment as an NPS in a designated critical skill or a \$1500 cash bonus for enlistment in an SRIP designated USAR unit.

b. An affiliation bonus, given to individuals with a remaining Military Statutory Obligation (MSO) who seek USAR unit assignments if they possess the grade and MOS of the vacancy in the unit to be assigned. The bonus amount is based on \$25 per month for each month of their remaining MSO spent in a USAR unit.

c. A Student Loan Repayment Program (SLRP). That authorizes student loan repayment, for qualified Selected Reserve personnel, and is offered to NPS, PS, and in-service persons contracting for USAR service. Repayment of the loan(s) by the Government is made on the basis of completed years to be served by the borrower in a USAR unit. The loan amount to be repaid is 15 percent of the outstanding balance of the loan, plus accrued interest, or \$500, whichever is greater. The maximum amount of loans against which the 15 percent may be applied is

\$10,000. This program is open to all USAR skills and may be taken in conjunction with any other incentives which the applicant may qualify.

New GI Bill - Selected Reserve. Effective July 1, 1985, individuals who enlist or reenlist in the USAR for at least 6 years, complete the initial period of active duty (180 days), and have a high school diploma or equivalency, are eligible for benefits under the Selected Reserve provisions of the New GI Bill. There are many details to this program, but basically it allows USAR members to draw up to \$140 per month for 36 academic months during a 6-year enlistment/reenlistment, for a maximum basic entitlement of \$5040. See your battalion education specialist for guidance and additional details of the program.

Below you will find a matrix of USAR Features and Benefits. Keep it handy for a quick reference. Good recruiting.

USAR FEATURES AND BENEFITS Available to:

PROGRAMS	NPS	PS	IRR
Std Tng	X		
Alt Tng	X		
ACASP	X	X	
ROTC/SMP	X	X	X
USAR WOFT	X	X	X
PST		X	X
IRR/TPU Trf			X
SRIP	X	X	X



Diagnostic Test

JULY 1985

Inquiries regarding the Diagnostic Test questions and answers may be addressed to USAREC Recruiting Operations Training, Attn: SFC Earnest Watkins or Phone: Autovon 459-5440. Or commercial (312) 926-5440.

- When may members of the IRR, who enlisted under the IRR Non-Prior Service Direct Enlistment Program, be transferred to a USAR TPU?
 - 6 months after successful completion of MOS training.
 - Upon successful completion of MOS training, provided a vacancy exists.
 - Members enlisted under the NPS Direct Enlistment Program are not eligible for transfer into a USAR TPU.
 - None of the above.
- Who should a recruiter contact when processing an IRR member into a Troop Program Unit (TPU) if the individual is within 6 months of terminal service obligation date?
 - Senior guidance counselor
 - Company Leadership Team
 - Recruiting battalion operations office
 - USAR Personnel and Administration Center (RCPAC)

- What is considered to be a reasonable commuting distance from a USAR applicant's home to the USAR center?
 - 75 mile radius or 120 minutes travel time.
 - 25 mile radius or 40 minutes travel time.
 - 50 mile radius or 90 minutes travel time.
 - 100 mile radius or 160 minutes travel time.
- Who has the authority to extend commuting distance from home to the USAR center for USAR applicants?
 - USAR unit commander with a written consent from the applicant.
 - Recruiting battalion commander with a written consent from the applicant.
 - Army Personnel Center (ARPERCEN), without written consent from the applicant.
 - Any of the above.
- PST applicants who enlist, reenlist, or transfer into a USAR unit or an MOS designated in the Selected Reserve Incentive Program (SRIP) are authorized what type of incentives?

- a. \$200 per year of enlistment or reenlistment.
 - b. \$250 per year of enlistment or reenlistment.
 - c. \$300 per year of enlistment or reenlistment.
 - d. No incentives are authorized.
6. When will a participant of the Selected Reserve Incentive Program (SRIP) receive an educational assistance payment?
 - a. After completion of IADT.
 - b. After MOS qualified.
 - c. After being awarded a high school diploma.
 - d. All of the above.
 - e. None of the above.
 7. What is the total amount of cash bonus in the IRR bonus program and how is it paid?
 - a. \$750, equal annual increments of \$250, less taxes.
 - b. \$1000, equal annual increments of \$250, less taxes.
 - c. \$2000, \$1,000 during the first year of service, then equal annual increments, less taxes.
 - d. \$1,500, equal annual increments of \$250, less taxes.
 8. What is the statutory obligation on initial entry into the Armed Forces as of 1 June 1984.
 - a. 3 years
 - b. 4 years
 - c. 6 years
 - d. 8 years
 9. What is the minimum test score to be eligible to participate in the Alternate Training Program and receive a SRIP bonus?
 - a. I-III A
 - b. IIIB
 - c. IV
 - d. Any of the preceding
 10. When may the Student Loan Repayment Program (SLRP) be combined with the Selected Reserve Incentive Program (SRIP)?
 - a. After successful completion of IADT.
 - b. Once the service member has one year in the USAR.
 - c. If the service member meets eligibility criteria of both programs.
 - d. The SLRP and SRIP can not be combined.
 11. The IRR density resource list is provided to each Battalion by RCPAC/ARPERCEN. This list provides: name, address, grade, MOS, and:
 - a. Type of control group.
 - b. ETS
 - c. Type of discharge/separation.
 - d. All of the above.
 12. The prior service training program is only available to prior service personnel who have no remaining obligation.
 - a. True
 - b. False
 13. When can NPS applicants who enlist into the Army Reserve Civilian Acquired Skills Program (ACASP) be ordered to Active Training?
 - a. Anytime after enlisting.
 - b. After successful completion of Basic Training.
 - c. After successful completion of BT and AIT.
 - d. After the unit has verified his proficiency in the civilian acquired skill.
 14. Participants in the Reserve Forces Duty Scholarship Program are required to be in the ROTC/SMP.
 - a. True
 - b. False
 15. What form is used to request USAR recruiting Man-Day-Space orders?
 - a. DA Form 5261-3-R (Nov 84)
 - b. DA Form 5016-R (Apr 84)
 - c. DA Form 1058-R (Aug 83)
 - d. DA Form 4688
 16. When can IRR members, who are transferred to a USAR unit without reenlistment, be able to attend drills for pay?
 - a. Immediately.
 - b. After MOS qualification.
 - c. 90 days after acceptance.
 - d. After receipt of unit assignment orders.
 17. USAR members participating in the Man-Day-Space Program are required to complete USAREC Form 556 and USAREC Form 200-2B and return them to the Recruiting Station Commander.
 - a. At the end of each day.
 - b. At the beginning of the tour.
 - c. At the completion of the tour.
 - d. During each interface session.
 18. Where do recruiters request data on prior service applicants separated from active duty with less than 4 months?
 - a. Headquarters, Department of the Army
 - b. RCPAC
 - c. Army separation transfer point where applicant was released from active duty.
 - d. Veterans Administration office.
 19. For a reservist in the Alternate Training Program to continue to be eligible for the SRIP bonus, he must complete IADT (Second Phase) and
 - a. Graduate.
 - b. Complete high school.
 - c. Be a high school diploma graduate prior to the second phase of IADT ship date.
 - d. All of the above.
 20. Who is responsible for ensuring transportation is arranged for DTP members who are going to the MEPS for departure to Second Phase Training?
 - a. The recruiter.
 - b. The USAR unit.
 - c. The station commander.
 - d. The company or battalion.
 21. A member of the IRR or Standby Reserve who is within 6 months of ETS may reenlist for a unit for the Selected Reserve:
 - a. With a concurrent transfer.
 - b. 90 days after ETS.
 - c. Only with approval of RCPAC.
 - d. May not reenlist for the Selected Reserve.
 22. Applicants who are members of any US military service and fully qualified to reenlist in that service, may enlist in the USAR on separation from that service with no restriction on number of dependents or marital status provided enlistment in the USAR is accomplished within _____ of separation from that service.
 - a. 24 hours
 - b. 36 hours
 - c. 48 hours
 - d. 93 days.
 23. What should recruiters do when experiencing problems with a reserve unit?
 - a. Contact USAREC IG.
 - b. Discontinue supporting the unit and concentrate on the cooperative units.
 - c. Submit a complaint to the recruiting battalion commander, through the chain of command, where it can be discussed by the recruiting partnership council.
 - d. Ignore the problem and continue as normal.
 24. Upon enlistment in the USAR the recruiter is responsible to provide the new enlistee with the information about:
 - a. The location of the USAR unit and how to get there for unit training.
 - b. His unit assignment, reporting and training obligations.
 - c. USAR members who are responsible for assisting them with the transition from civilian to Army life.
 - d. All of the above.
 - e. A and B only.
 25. When can an NPS enlistee begin attending unit drills for pay?
 - a. Immediately after enlisting into the DTP.
 - b. After attending drills for one complete quarter.
 - c. After completion of their initial active duty training period.
 - d. After their records are sent to the Finance Office supporting their unit.



Diagnostic Test

June 1985 Answers

1. B, (USAREC Reg 350-6, Para 4-8, USAREC Reg 601-64, Para 1-3.)
2. A, (USAREC Reg 601-85, Para 1-6e(5).)
3. B, (USAREC Reg 601-64, Page 3-2, Para 3-2a.)
4. C, (USAREC Reg 601-64, Page 3-3, Para 3-2d(1).)
5. D, (USAREC Reg 601-64, Page 3-3, Para 3-4c(3).)
6. C, (USAREC Reg 601-64, Page 2-4, Para 2-6(b).)
7. D, (USAREC/FORSCOM Reg 601-72, Para 3.)
8. C, (USAREC/FORSCOM Reg 601-72, App A, Para A-2(c).)
9. A, (USAREC/FORSCOM Reg 601-72, App D, Para D-1.)
10. A, (USAREC/FORSCOM Reg 601-72, App C, Para C-3(a).)
11. C, (USAREC/FORSCOM Reg 601-72, App C, Para C-3d.)
12. A, (USAREC/FORSCOM Reg 601-72, App A, Para A-1b.)

13. C, (USAREC Reg 1-18, Para 5b.)
14. D, (USAREC Reg 1-18, Para 4c.)
15. B, (USAREC Reg 1-18, Para 6e (1)(2).)
16. C, (USAREC Reg 601-81, Page A-3.)
17. D, (USAREC Reg 601-81, Para 3d (1)(2) & (5).)
18. B, (USAREC Reg 601-64, Page 3-2, Para 3-2c.)
19. B, (USAREC Reg 601-81, Page 2, Para 3h(2).)
20. B, (USAREC Reg 601-51, Para 11a.)
21. C, (USAREC Reg 601-51, Page 3, Para 13b(4).)
22. D, (USAREC Reg 601-51, Page 14, Figure 4, #1.)
23. A, (USAREC Reg 601-6, Page 8-2, Para 8-6.)
24. B, (USAREC Reg 601-51, Page 4, Para 18e.)
25. D, (USAREC Reg 601-51, Figure #4, Page 14.)

'The Queen of Battle'

Infantry has often been called "The Queen of Battle." Soldiers of Military Occupational Specialty (MOS) 11X Infantry (11X-ray) represent the backbone of the nation's armed forces. Infantry soldiers live with challenge.

Of all career fields, infantry is the most difficult, challenging, and psychologically strenuous. When you are in the infantry you must be accountable, not only to yourself, but also to others who need your support.

The infantry is a combination of teams, and each one functions as a single unified unit. Every individual within that unit has to be independent enough to stand alone-and at the same time be someone others depend on for assistance. It is not an easy role to play.

To qualify for MOS 11X soldiers must: be male; have color perception of red/green or better; have distant

Infantry

vision correctable to 20/20 in one eye and 20/100 in the other; have a high school, GED or better; be eligible for a secret clearance; and have a physical profile of 1112211, that is hearing and vision must be within normal ranges. Candidates for MOS 11X must have a qualifying score of 90 or better in the Armed Forces Qualification Test area, combat operations (CO).

Soldiers enlisting in MOS 11X after July 1, 1985 qualify for the new GI Bill and the Army College Fund (ACF). Those enlistees who have a high school diploma and enlist for a four-year period, qualify for an enlistment bonus of \$5,000.

MOS 11X

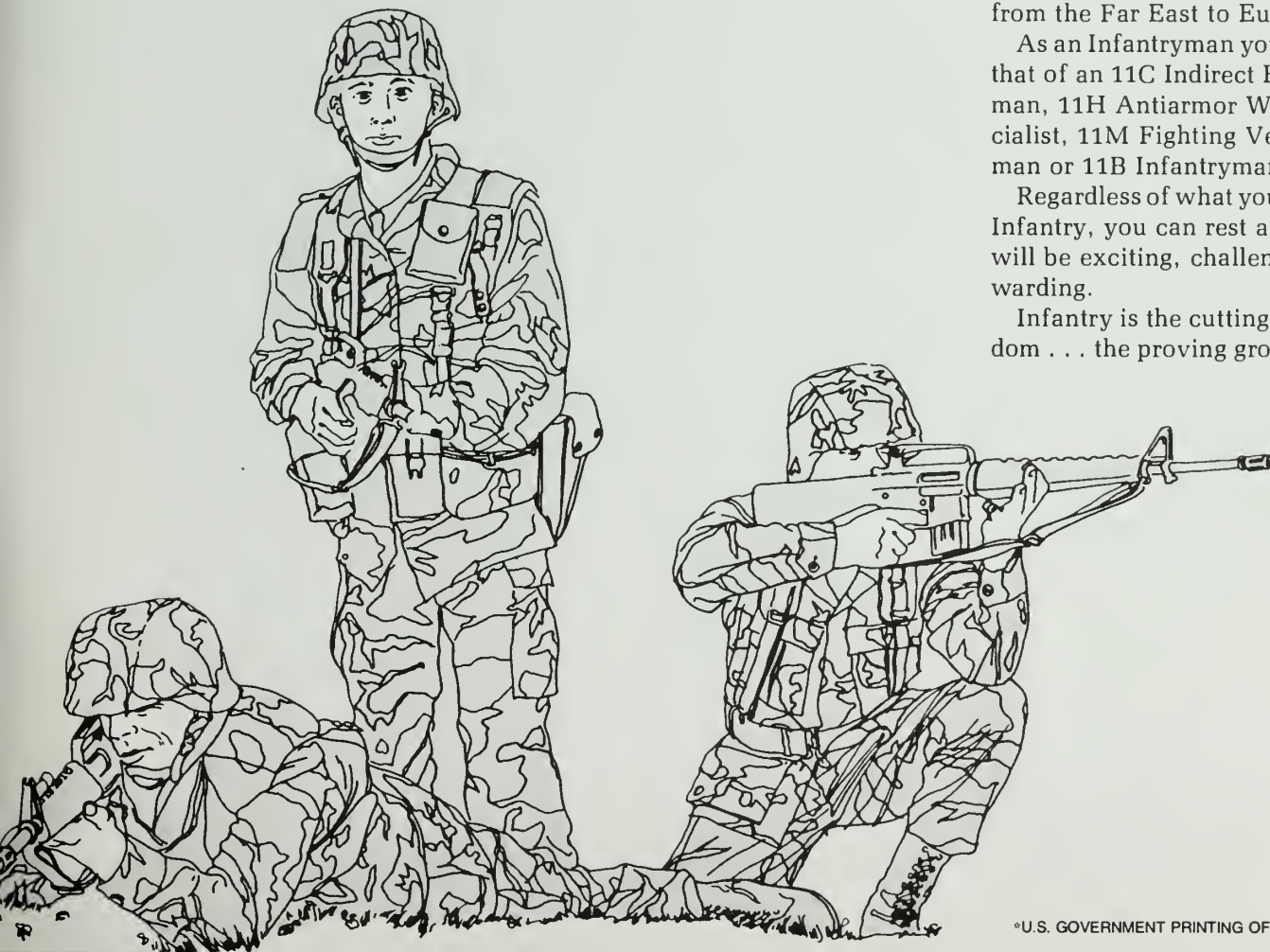
Soldiers entering MOS 11X receive their training at one of three Army installations: Ft. Benning, Ga., Ft. Dix, N.J., and Ft. Jackson, S.C. Those being trained at Ft. Benning may be assigned to an One Station Unit Training unit (OSUT). In OSUT, soldiers will train and serve with the same group of men from basic training thru their permanent assignments.

Assignments for 11Xs can be almost anywhere the US Army is stationed from Hawaii to Massachusetts and from the Far East to Europe.

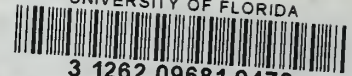
As an Infantryman your job may be that of an 11C Indirect Fire Infantryman, 11H Antiarmor Weapons Specialist, 11M Fighting Vehicle Crewman or 11B Infantryman.

Regardless of what your job is in the Infantry, you can rest assured that it will be exciting, challenging and rewarding.

Infantry is the cutting edge of freedom . . . the proving ground for men.



UNIVERSITY OF FLORIDA



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MOS

11X



Infantryman

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